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TEAMSTER **CONVOY** **DISPATCH**



VOICE OF THE TEAMSTER RANK AND FILE SINCE 1975

September 1995 #144

Carey Declares Full Slate

Petition Drive Kicked Off

The race is on! In early August Ron Carey declared a full slate of 26 candidates for International office with the Election Officer, and set in motion the battle for the future of our union.

Shortly after, the first leg of the race was underway: a petition drive to accredit the Ron Carey Slate. The first deadline to submit petitions is Aug. 31 (petitions must be received by the Carey campaign by Aug. 29).

Both slates are petitioning, but differently. James Hoffa Junior has been petitioning for months, but Carey's late declaration left just three weeks for supporters to make the deadline. And while the Carey Slate is petitioning as a team, the Junior Slate is using

individual petitions.

TDUers and other concerned Teamsters have gone to the streets, the shops and union halls to gather support and petition signatures for the Carey team. At press time it's too early to tell what will happen at the initial deadline.

Reports indicate that support is strong and that the petition is generating interest in the democratic process. Some members are asking about newcomers on the Carey slate. Others are asking about the whole election process.

Jim Cox of Local 771 in Lancaster, Pa., reports that, "The petition drive for Carey is going great here. I've been to Yellow

Freight and some other shops and already got 300 signatures. The people are receptive, and they sure don't want Hoffa to ride on his dad's coattails and take our union backward." That last comment, the need to prevent the old guard from taking us backward, is a major rallying cry for the rank and file. Some TDU chapters have set goals for up to 3,000 signatures from their areas.

Hoffa announced to the press in mid-August he already had the 36,000 signatures required. At least eight other candidates on the Junior Slate (which is still in formation) also have petitions circulating. The final date for becoming a candidate is the IBT Convention next July, where nominations will occur.

Under the rules, a candidate who is accredited through the petition process is entitled to two important benefits:

- Unedited campaign space in

several editions of the Teamster magazine, beginning with the October issue. This will help get the message out for the delegate campaigns as well as the International officers' election. (If the Carey slate is accredited, they will be given 13 pages of campaign space per magazine. Hoffa, as an individual, will be entitled to one page.)

- The slate will have access to the union's membership list for campaign purposes (such as phone banking) including for support of delegate candidates.

The petition is also serving as a first step as we gear up for later steps in the campaign, especially the upcoming delegate campaigns in all local unions.

We're in a battle for the future of our union. Want to be part of winning it for a strong and democratic Teamsters union?

JOIN TDU

TDU MEMBERSHIP APPLICATION

Name _____ Local # _____

Address _____

City _____ State _____ Zip _____

Phone (____) _____ Company _____

☐ City ☐ Road ☐ Dock ☐ Clerical ☐ Warehouse ☐ Construction ☐ Production

☐ Other _____ Optional: Spouse's name _____

☐ \$35 one-year's membership & subscription to *Convoy Dispatch*.

☐ \$85 three-year membership fee. (\$10 shall be rebated to the local chapter.)

☐ \$20 for spouses, retirees and Teamsters who gross less than \$17,000 a year.

☐ Check or money order

☐ Mastercard/Visa # _____ Exp. date ____/____/____

Date _____ Signature _____

Return to: TDU, P.O. Box 10128, Detroit, Mich. 48210

TDU membership is kept confidential from employers.

TDU solicits and accepts membership applications and donations only from Teamsters, retired Teamsters and spouses who are not employers.

More Campaign News Inside

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Hoffa Puzzle Solved p. 8

Teamsters for a Democratic Union

P.O. Box 10128

Detroit, Mich. 48210

(313) 842-2600

Carhaulers Say

NO

In an overwhelming turnout, carhaulers voted by 95 percent to reject the employers' offer.

See page 5.

Non-Profit Org.
U.S. Postage
PAID
Detroit, Mich.
Permit No. 1519

This paper is paid for and distributed by concerned Teamsters. We invite you to do your part—join TDU to help improve our union. See application form at left.

UNION SOLIDARITY

Bitter Detroit Newspaper Strike

Newspaper workers represented by six unions hit the picket lines against the Detroit Newspaper Agency (DNA) on July 13. The DNA jointly operates the *Detroit Free Press* and *Detroit News* and manages the circulation, advertising and production of the two papers. The strike by 2,500 Teamster drivers, Teamster mailers, journalists, engravers, printers and maintenance workers came after the DNA refused to extend the terms of the old contract, which expired on April 30.

Union and management both foresee a long and bitter strike. Federal mediation has been called in but the company is not willing to even put their final offer back on the table. The *Free Press* permanently replaced Guild reporters, copy editors, photographers and other newsroom workers on Aug. 10, despite having editorialized for a ban on permanent replacements back in 1993.

Detroit area unions are being mobilized through a labor/community/religious coalition, which is assisting in leafletting and picketing of newspaper distribution warehouses. Unions affiliated with the AFL-CIO have stepped forward on the urging of Teamster President Ron Carey to contribute to a special strike assistance fund for Locals 372 and 2040. \$775,000 was raised by the International from 11 unions and the national AFL-CIO.

Each union faced its own particular strike issues but generally the issues revolve around job cuts, expansion of part-time or contingent work and, for the Teamster drivers, a restructuring of the distribution system which would classify them as management at greatly reduced staffing levels.

Teamsters Local 372 represents 1,150 drivers, distribution managers and customer service personnel. This is 300 less than when the Joint Operating Agreement was instituted in 1989. DNA management wants to cut 98 of these positions. The newspaper also wants to convert the paper carriers from independent contractors to employee agents, eliminating over half the 3,000 carrier positions. This move would jeopardize the union's jurisdiction in distribution, making the currently unionized district managers into nonunion supervisors.

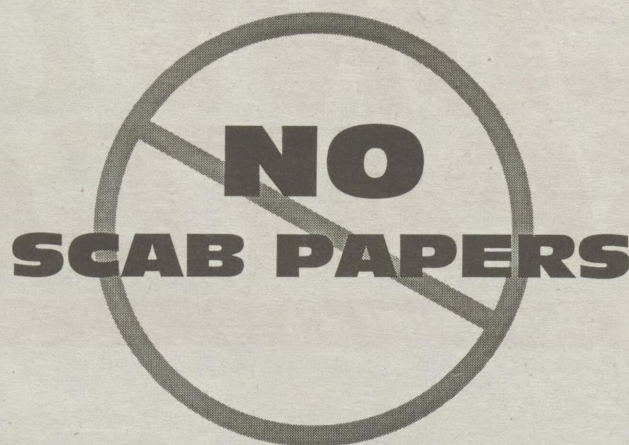
The 450 workers who belong to Teamsters Local 2040 insert the adver-

tising circulars into the newspapers before they are shipped out. The DNA proposes to cut 50 union mailer jobs and drastically cut part-time workers' wages by as much as fifty percent. Also, management wants to eliminate mailers' work by not prestuffing advertising prior to shipment to retailers.

The buildup to the strike took place over the course of several weeks, with a great deal of public speculation over whether the strike could be averted. Detroit Mayor Dennis Archer was unsuccessful in an 11th-hour intervention to settle the dispute. Negotiations degenerated towards the end, with frivolous and insulting requests by management, like demanding that the Teamsters agree to never strike again and pledge to not honor other unions' picket lines. Management's preparations for the strike included the herding of out-of-state scabs.

In the days since the start of the strike, the DNA has been able to produce a joint edition of the two newspapers, utilizing strikebreakers and private security forces to distribute the paper. The two papers' parent corporations, Gannett and Knight-Ridder, have been recruiting journalists from their other papers to work at the *News* and *Free Press*, offering in some cases \$750 per week on top of regular pay.

The strike editions of the joint newspaper have abandoned any pretense of objectivity, and have focused on alleged infractions by the strikers while profiling columnists and writers who have crossed the picket line. A faction of Newspaper Guild Local 22 members, mainly high profile columnists, attempted to sever the Guild from the joint bargaining. They argued that the strike was about Teamster issues and was dragging the Guild unit down. The rank and file of the Guild unit overwhelmingly endorsed the strike strategy, leading a number of Guild writers to resign the union and scab the strike. Very few workers in the other units have crossed



Lawnsigns with this logo show support for the strike.

the picket lines.

Much of the public campaign around the strike has concerned advertisers. Although sales circulation is important financially, the revenue from advertising is the core of the paper's income. Management has vigorously argued that circulation has regained its pre-strike levels, while the union points to massive subscription cancellations in the Detroit area. According to the unions, most of the paper's advertisers have pulled their ads. Keeping the advertisers out of the paper will be a major task for the unions.

This strike is only the latest in a number of serious newspaper strikes around the country in the last several years. The Detroit fight is very similar to the *San Francisco Chronicle* strike last year and *Pittsburgh Press* strike in 1992. In San Francisco, strikers came out with a computer on-line strike newspaper that became the focus of much attention. Strikers in Detroit are also utilizing new technology to put their case forward.

For more information on how you can contribute to this critically important fight, contact Local 372 at (313) 965-6388. Users of the Internet can access the strike newspaper through the World Wide Web at: <http://www.rust.net/~workers/strike.html>

TDU International Steering Committee

Co-Chairs:

Dan Campbell, San Antonio Local 657
Joe Fahey, Watsonville, Calif., Local 912
Diana Kilmury, Vancouver, B.C., Local 155
Michael Sawwir, Kansas City, Mo., Local 41

Organizer:

Ken Paff, Detroit

Trustees:

Frieda Burgan, Phoenix Local 104
Mike Caffrey, New York Local 868
Chuck Crawley, Houston Local 988

Members:

Pete Camarata, Detroit Local 299
Patricia Franks, Allentown, Pa., Local 773
Lucio Reyes, Stockton, Calif., Local 601
Tom Rose, Cleveland Local 507
Michael Ruscigno, New York Local 138
Sally Smith, Los Angeles Local 896
Mike Turnure, Minneapolis Local 320

Alternates:

Patrick McBride, Tacoma, Wash., Local 599
Lisa Hopper, Davenport, Iowa, Local 710
Bilal Chaka, Long Beach, Calif., Local 692

Who We Are

CONVOY DISPATCH is the voice of Teamsters for a Democratic Union. We are the united rank and file movement to reform the Teamsters, created out of the merger of PROD and TDU.

We are truck drivers, dock workers, production workers—every kind of Teamster, and spouses, too.

We are a grassroots organization with chapters from coast to coast in the USA and Canada. We believe in returning this union to the membership and we are doing it. We are a democratic organization in which every member has a voice and vote. Our 15-member International Steering Committee was elected in October 1994 for one year. Our Rank & File Convention had nearly 600 representatives present.

We are proud Teamsters standing up for our rights. TDU invites all Teamsters interested in defending our contracts and reforming our union to join us. We do reserve the right to exclude those who are opposed to TDU and its principles.

Rank & File Bill of Rights

I. DEMOCRATIC BY-LAWS. All business agents and stewards should be elected. Vacancies in office should be filled by special election within three months. Local union committees should be elected. Contract and strike votes should be by majority (not two-thirds). All contracts should provide for elected officers retaining company seniority.

II. DIRECT ELECTION OF OFFICERS. General President and all International officers should be elected by the membership. International VPs elected by regions. An end to trusteeships and split-off locals.

III. A FAIR GRIEVANCE PROCEDURE. Innocent until proven guilty, right to remain on the job until final procedure completed. Grievance procedure should include right to a speedy trial, arbitration by peers, and the right to strike if necessary.

IV. PRESERVATION OF WORKING CONDITIONS. The union's purpose is to expand and preserve what we have, not trade it away for anything less. People come first, not productivity.

V. SAFETY AND HEALTH. We have the right to enter the workplace without fear for our health and leave in the same condition we arrive. Teamsters should have the right, backed up by our union, to refuse unsafe work or hazardous conditions. We are not machinery.

VI. EIGHT-HOUR DAY AND FIVE-DAY WEEK. Forced overtime and unfair dispatch rules destroy our family life and cost us jobs. No mandatory overtime, "flexible" work weeks, or 70-hour slavery. We are for the advent of the four-day work week. We work to live, not live to work!

VII. A DECENT PENSION. Every dollar in the pension funds belongs to us. We are entitled to 25-and-out, cost of living on pensions, and union pension trustees elected by the rank and file and retirees to safeguard our money.

VIII. JUST SALARIES FOR OFFICERS. A union officer can't understand the problems of members who make less than half what he makes. No officer should make more than the highest paid working members in his jurisdiction. No multiple salaries from union, company, or government sources, or special fringes and pensions. Salary increases limited to the average increase for membership, and subject to membership approval.

IX. EQUALITY AMONG TEAMSTERS. Bring all wage levels up to the highest standards, not a lot for the few and little for the many. Fight the hardest for the lowest paid.

X. END TO DISCRIMINATION. Employers have used the differences in age, race and sex to divide us for decades. We oppose these injustices and divisions. Support affirmative action to correct past injustices. Employers should bear the cost of their past discrimination, not the members.

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How to Contact TDU

We want to hear from you. Contact us at the address below for more information about TDU, or to send us articles or letters concerning Teamster-related issues.

National Office: P.O. Box 10128, Detroit, Mich., 48210. (313) 842-2600.

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FREIGHT NEWS

CF Management Retaliates:

Dock Conditions From 19th Century

"Because our union turned down their bogus change of operations, they came back here with a policy of harassment and even lack of sanitation," a Local 776 member in Carlisle, Pa., told us.

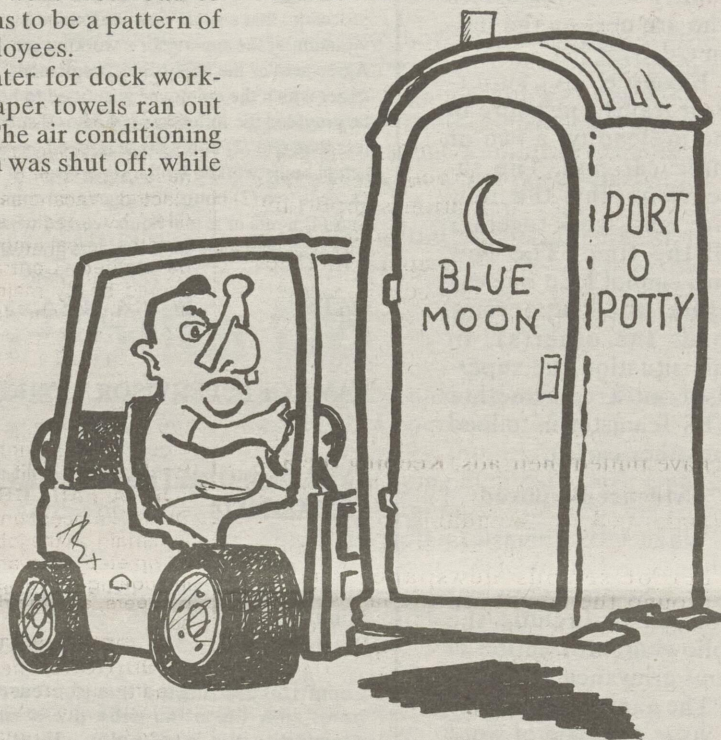
After the change of operations hearing in early August, conditions at the Carlisle breakbulk went from bad to worse, in what seems to be a pattern of harassment of employees.

First drinking water for dock workers disappeared. Paper towels ran out in the bathrooms. The air conditioning in the drivers' room was shut off, while it remains on in the office area.

Topping it all off, port-a-johns were brought right onto the dock, to cut down the time it takes for dock workers to visit the upstairs restroom! This especially hits casuals, who fear rubbing management the wrong way by using the real restroom. The foremen, sick of

the smell of the nearby johns, got them moved on forklifts out of their areas, in a game of musical potties.

In one month of operations at the new breakbulk, over 150 grievances have been filed against CF, on a whole range of violations. This is from a company that tells us we need to cooperate with them.



Union Turns Back Change

CF: Same Crap in New Wrapper

Consolidated Freightways' proposed change of operations was delayed when the IBT freight division sent the company home to start over. The hearing on the change, held Aug. 2 in St. Louis, was adjourned after a day in which local union reps hit CF hard. A new hearing date of Aug. 28 was set.

IBT Freight Director Dennis Skelton told CF to go back and address concerns raised by the various locals. Now the company has prepared a new version of the change, received by all affected locals on Aug. 14, but it is basically the same crap in a new wrapper. CF tightened up the language in an effort to make it harder for the union to say no. For example, instead of "shared lanes" for road runs, the proposal now calls for primary hauls, but also says they will not be exclusive, creating a loophole big enough for a set of triples.

The hearing in early August reflected the anger CF Teamsters feel. Teamster officers, including Sam

Carter of Charlotte, N.C., Local 71 and Tom Griffith of Harrisburg, Pa., Local 776, blistered the company and drew applause from the union participants.

Basically we are back to where we were before the last hearing. CF always has had a right to determine its domiciles, use sleeper operations, and even to downsize. But our union has a right under the contract to protect our seniority, our jobs, our union and our future.

This change endangers all of them. It allows sleepers to run over line haul runs. It allows for domiciles designed for reverse-flow freight, which will increase railing.

Even worse, CF has not complied with the terms of last year's change. Until they do, we have good reason to refuse to grant them another one.

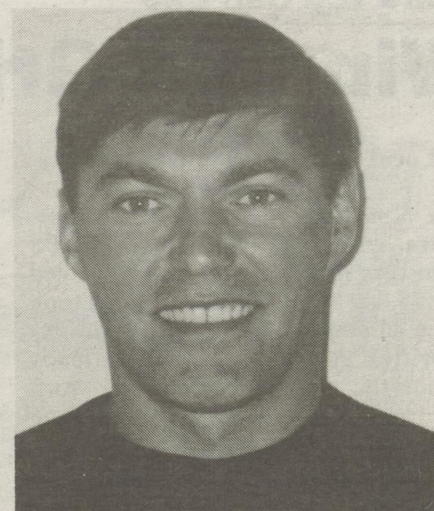
CF is using a big threat: hinting that they will downsize even more if they don't get this change approved. But so far their word is worth zero. Teamsters should be in St. Louis on Aug. 28 to stand united.

I'll Be There

Tim Buban
Local 200, CF
Milwaukee

Meet us in St. Louis, as we begin plans to whip the old guard even worse than we did in 1991.

Meet us in St. Louis as we send a message to Junior Hoffa, Junior Hogan and any other Junior who wants to put this union back into the Stone Age, that a united membership stands in their way. See you there!



ABF, Carolina: Industry Consolidates

Management Says No to Seniority

On Aug. 10 ABF became the owner of 91 percent of the stock of Worldway Corporation, the parent company of Carolina Freight Carriers and Red Arrow. Later in August ABF will present a change of operations plan to merge the operations into one freight company as soon as possible.

The LTL freight industry continues to consolidate. ABF's intention is to secure greater density of freight, not to branch out into the regional market.

Carolina presently employs some 5,800 Teamsters, for whom the merger news is mixed. With Carolina operating on a marginal basis, it appears now to have a secure future. At the same time, with overlapping terminals, efficiencies achieved in the merger, and loss of some of the regional freight, the total number of jobs is bound to shrink.

Dovetailing and Unionism

Article 5 of the NMFA provides for dovetailing in a merger or buyout. The language clearly states that "it is im-

material whether the transaction is called a merger, purchase, acquisition, sale, etc."

But ABF management has a different idea. They want to violate seniority (dovetailing) with a formula under which management will announce what percentage of freight at each terminal they expect will come from Carolina, and then take only that percentage of Carolina Teamsters (effectively end-tailing them). This is the same management that during last year's strike sent a letter to every Teamster endorsing old guard officials against Carey: divisions on our side benefit them, not us. Understandably, some Teamsters fearful of being laid off are buying management's idea.

Not only is seniority (dovetailing) contract language, it's also a good union principle and one that's been respected for many years and by different IBT leaderships. No one wants to be the one laid off, but this is the fairest system and it's the union system.

Freight Lines

Con-Way Organizing.

The Teamsters union is reaching out to bring Con-Way employees into the fold. Efforts are being made in Atlanta, Oklahoma City, Southern California and other areas. Atlanta Local 728 reports good interest from Con-Way workers.

Many rank and file Teamsters have urged locals and the International to take on this kind of effort. Now Teamsters with leads or interest in helping should contact the International organizing department.

ANR, Advance to Merge.

ANR Freight System and Advance Transportation, two Midwest regional carriers, are about to merge. The new carrier will be called ANR Advance Transportation. It will be the third largest Midwest regional company, after Con-Way Central (nonunion) and TNT Holland (under the NMFA).

Both ANR and Advance are under the NMFA, so the Teamsters involved should be dovetailed. However, they are under different Article 6 profit sharing deals: ANR is under a 15 percent wage reduction, and Advance is under a 10 percent deal. How that will be worked out remains to be seen, but the Teamsters should be entitled to a vote under Article 6 of the contract.

UNITED PARCEL SERVICE

News You Can Use

Winning Grievances on Supervisors Working

Scott Dennison
Local 186 Secretary-Treasurer
Ventura, Calif.

In almost a year of filing "supervisors working" grievances, UPS Teamsters in Local 186 have received over \$5,000 in settlements. When I took office almost a year ago, one of my priorities at UPS was to drastically reduce the amount of Teamster work performed by supervisors. In that time we have been successful in establishing guidelines through the grievance procedure that management would have to follow prior to performing Teamster work.

Management can no longer on a continual basis use supervisors to supplement the work force without qualifying other UPS Teamster personnel. Require management through the grievance procedure to post a list so that UPS Teamsters can sign up to

work on shifts other than their regular shift when a shortage in the workforce occurs. If management refuses, circulate your own list and use it to prove that there are other UPS Teamsters who are available and qualified or who want to be (qualified).

Prior to a supervisor loading or unloading a vehicle, sorting, stacking, scanning, sequencing and delivering packages management must utilize all qualified and available Teamsters to perform that work.

Example: Several Preloaders and/or PM Sorters call in sick prior to their shifts. Require management to utilize available Teamsters within the shift. This will allow the supervisor time to call in other UPS Teamsters from the list who have stated that they will come in when called and work. This list could include Teamsters who work in the opposite sort or drivers. Remind manage-

ment that with the four to one promotion and hiring ratio (Article 22, Section 4) that most drivers used to be pre-loaders.

Example: Several drivers call in sick leaving two routes without drivers. Require management to use that opportunity to train and qualify UPS Teamsters who are next on the full-time driving list.

Example: A supervisor trains a new hire in the preload on a two or three car pull. The supervisor and the new hire must work together all the time. The new hire cannot load one car while the supervisor loads the other(s). In this situation the supervisor must call another UPS Teamster in to load the other car(s).

Evidence Required

When UPS Teamsters witness violations of Article 3, Section 7 it is important to include the following information in your grievance:

- The name of the supervisor, the type of work that the supervisor performed, including the amount of time spent performing the Teamster work.
- The time, date, work area and the truck number.

It is also very important to have as many witnesses submit written statements and sign the grievance as possible.

When you are researching your grievance find out whether or not the violation was due to a planned absence (vacation, etc.). If the excuse was that the supervisor was training, ask the individual who was allegedly being trained about it. Try and get a statement from each individual. If your investigation proves that management's excuse is incorrect, insist that there were qualified and available UPS Teamsters if the company refuses to compile or post a list.

It is important to remember that most former Teamsters didn't go into

A Different Kind of PCM Meeting

Taking a lesson from UPS, Allentown, Pa., Local 773 steward Robert Boening has brought a new and refreshing twist to the practice of holding PCM meetings. He decided to hold his own a.m. meetings once a week to educate his co-workers by reading and discussing one chapter per week from the "Rank and File Legal Rights Hand-

book."

This is an example of creative thinking and union activism that has been rekindled at the Allentown center. UPS, knowing that the drivers know they can legally do this, have not attempted to interfere; but we wouldn't doubt that they probably tried to copy-right the PCM meeting concept!

SECTION 7 - SUPERVISORS WORKING

The Employer agrees that supervisors shall not perform any bargaining unit work.

The Employer also agrees that supervisors shall not perform bargaining unit work in preparing the areas before the start of the Employer's hub, preload or reload operation, nor shall the Employer send any bargaining unit employee home and then have such employee's work performed by a supervisor.

If an aggrieved employee proves at any step of the grievance procedure that a supervisor performed bargaining unit work in violation of the supervisor's working provisions in this Agreement or the applicable Supplement, Rider or Addendum under which the employee is entitled to be paid, he or she will be provided the following remedy: If such work amounts to less than two (2) hours the aggrieved employee will be paid the actual hours worked by the supervisor. If the supervisors work exceeds two (2) hours, the aggrieved employee will be paid four (4) hours or actual hours worked whichever is greater. Any such payments shall be at the grievant's rate of pay.

(Please Print)

DATE: WORK AREA: TRUCK #:

NAME OF SUPERVISOR WORKING:

TYPE OF WORK THAT SUPERVISOR PERFORMED:

AMOUNT OF TIME SUPERVISOR WORKED:

Minutes -	:15	:30	:45
Hours - 1	2	3	4
	5	6	7
	8		

Local 186 distributed this postcard to its UPS members, with the other side pre-stamped and pre-addressed to the local union, in an ongoing effort to monitor and grieve violations of Article 3, Supervisors Working.

National UPS Meetings

Oct. 14 & 15

TDU Rank & File Convention

St. Louis

See back page for details and to register.

Central Pa. Supplement

Allentown Part Timers Win Big Back Pay Award

The Central Pennsylvania UPS Supplement provides that when any full-time employee is not working (due to long-term illness, injury, vacation, etc.) for a period of one week or longer they must be replaced by the senior part timer available.

At the Allentown-Bethlehem Center, 29 inside full timers are part of an "Attrition Agreement" which guarantees their full-time positions for as long as they are with the company. Currently they spend their first three hours or so on the preload or local sort and then fill out the rest of their eight-hour shifts cleaning the building, doing repack or whatever needs to be done. The contract provides that when a full timer is out for more than a week, the extra hours must be given in seniority order, by shift, to part timers at the part-time regular rate of pay.

Suddenly, eight months ago, UPS Division Manager Mark Johnson simply decided he was above the contract. He felt the 29 inside full timers were excess baggage, and while he realized he could not get rid of them, he decided he just would not offer the extra hours to part timers when the work became available due to a full timer's week or more of absence. The Allentown part timers banded together and filed 85 grievances for being denied the extra hours due them during this eight-month period.

Despite several delays, including the death of the arbitrator just prior to the scheduled arbitration hearing, a company postponement and last minute attempts by UPS to avoid the arbitration by offering inadequate settlement deals, Local 773 persisted.

Finally, two days before the long-awaited arbitration, UPS capitulated

with a negotiated settlement offer acceptable to the union.

Secretary-Treasurer Patricia Franks told *Convoy Dispatch* that, "The attitude at UPS in Allentown has changed. No longer do we accept the hand that UPS deals us. UPS is learning that business as usual is no longer the order of the day. We have stewards who are active, educated and working in concert with each other and the union to represent the members."

Wake-up Call to UPS

Phil DePietro, President of Local 773, stated, "While some may take issue with the grievance settlement, the important point this local made to UPS is that our members' rights will be aggressively protected. The cash pay outs on the 85 grievances are a wake-up call to the management of UPS. The division manager's decision to ignore both his contract obligations and the contract rights of our members was a slap in the face to our union. Now, after eight months, with the favorable settlement terms of this grievance, Mr. Johnson can himself feel the sting on his cheeks."

While the final figures are still being worked out, part timers are expected to receive between \$15,000 and \$20,000 in back pay. UPS has also agreed that no future attempts will be made to deny part timers their contractually guaranteed hours.

Mysteriously, Mark Johnson, the division manager responsible for this defeat, has been transferred out of the district. The Allentown members asked *Convoy Dispatch* to warn other UPSers to be on the look out for Johnson and his anti-union antics if he shows up in their area.

CARHAUL NEWS

Talks Resume

Carhaulers Reject 'Final' Offer

Carhaulers rejected the employers' "final" offer by a resounding 95 percent no vote. Ballots were counted on Friday, July 28, and by the sheer number of no votes proved once again that carhaul Teamsters support our union and the negotiating committee. Over 12,000 carhaul Teamsters returned ballots by the July 28 deadline, which adds up to over 80 percent of active carhaul members casting votes. This is the strongest turnout ever on a national contract.

Despite the employers' many letters to the members and their propaganda campaign to encourage members to approve their "final" concessionary offer, carhaul Teamsters stood together and did not allow the employers to divide us. We were insulted by the company lies and were determined to send the employers a

message that our job security is not to be compromised and that we will strike if necessary to protect our future.

As bargaining resumes on Aug. 15 between our union negotiating committee and the employer representatives, let's hope that the employers got the message. The unrealistic and concessionary stance that the employers have taken thus far will only lead to a strike.

'Smart Strategy'

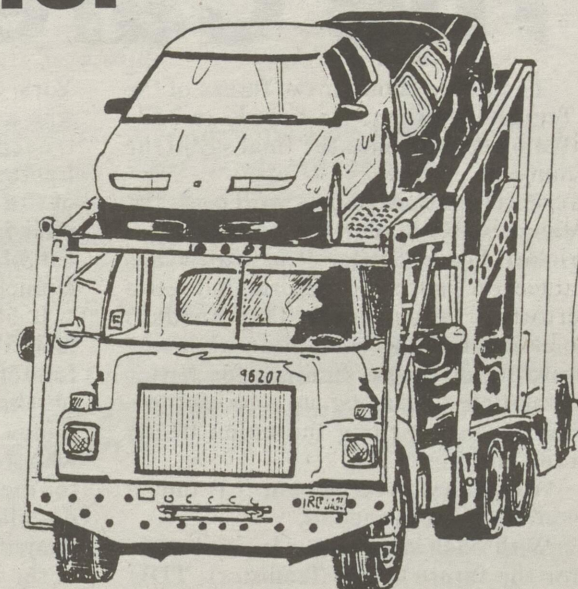
This time, however, the timing of any strike will be on our side thanks to the "smart strategy" put forth by our union leadership. Another advantage comes with the recent announcement that strike benefits of \$55 per week will be paid starting Sept. 1.

In the meantime, more carhaulers need to get actively involved in the

leafleting campaigns being conducted around the country and stay in contact with each other, their local unions and the International. The more the members get involved the more the employers will feel the pressure.

Congratulations are in order to all carhaul Teamsters for standing tall and standing together. But if we are going to win a decent contract we will need to keep up the pressure. The employers are not weak, nor are they stupid. They're just underestimating us.

If you want to get involved but don't know how, call TDU at (313) 842-2600.



Ryder Profits Up

Ryder's Automotive Division showed a gross profit of \$28.5 million in the first half of 1995, an increase of 12.8 percent over the same period last year. So they can't be crying poor, can they?

But management and salaried people still are up for cuts. According to the Aug. 14 *Transport Topics*, Ryder System plans to consolidate some of its operations, eliminating some 1,700

jobs and transferring some workers to its logistics operations.

According to *Transport Topics*, some of the jobs being eliminated will come from the Automotive Carrier Division where they plan to reduce the "non-driver headcount" by 30 percent.

Ryder reports having a fleet of 200,000 vehicles, 43,000 employees, and had \$4.7 billion in revenues in 1994.



We'll Be at the TDU Convention

Left to right: Ken Mee, International Vice President, Western Region; Ronnie Greene, Local 512 President, Jacksonville, Fla.; and Bill Haley, Local 822 Secretary-Treasurer, Norfolk, Va.

We plan to attend the TDU Rank & File Convention and are hoping to see you there. It was just a short time ago that we attended the convention as rank and file members. TDU helped us gain the knowledge and provided the leadership training that allows us to serve you as officers. We want to share this knowledge with you, and let you know we haven't forgotten where we came from.

We know we still have a long way to go in putting our union on the right track. We can't do it without you. So register now.

(See the back page for details and registration form, or call (313) 842-2600 for more information.)



Local 120 carhaulers Tom Hartman, Steve Kapaun and Lee Meyers, (pictured left to right) leaflet Wally McCarthy's Oldsmobile in Bloomington, Minn.

Campaign Keeps the Pressure On

Carhaulers in St. Paul, Minn., Local 120 have gotten involved in the leafletting campaign at GM dealerships. Organized by the International union and supported by many locals and carhaul members, the handbilling of large volume dealerships is part of the strategy to win a good contract.

Members Need to Be Active

"We are doing our part to help our national negotiating committee fight off the concessions the employers are trying to force on us," said Tom Hartman, a driver for Commercial Carriers. "While our union is at the table we will be out here doing what is needed to alert the consumers that the carhaul companies and auto manufacturers have teamed up to destroy good jobs in this country. The 95 percent no vote was great, however, as members we need to be visible. Not invisible. We need to be active."

After a 25-minute educational session with their business agent, four CCI Cottage Grove carhaulers went to

McCarthy Oldsmobile in suburban Minneapolis to hand out flyers.

"We were told not to trespass, not to argue with anyone, not to block traffic and to leave if the police ask us to," said Ben Grinley. "The handbill didn't call Oldsmobile products 'lemons' or 'deathtraps,' they pointed out that the Oldsmobile Division was looking at 'non-traditional' auto hauling companies, meaning nonunion. After GM's record year this is insulting."

"Carhaul negotiations are difficult enough," said Lee Meyers. "Many Teamsters object to GM's attack on organized labor through their advocacy of nonunion carhaulers. All parties would benefit from a better relationship. Nonunion is *not* the answer."

"We left feeling we are doing our small part in these contact negotiations," adds Grinley. "My advice to other carhaulers—pull your own weight, paddle your own canoe and get involved in your contract. Also, have fun doing it."

INSIDE OUR UNION

Grassroots Movement is the Key

The Carey Slate and TDU

The battle is on for the future of the Teamsters union. And rank and file Teamsters will have the final say in the outcome.

The Ron Carey Slate represents the progressive leadership team in this major labor battle. Ron Carey has achieved a record of reform that sets a standard for our union. That standard includes fighting corruption, reducing waste and perks, fighting for better contracts, cleaning up our union's image, and opening the union to the rank and file.

It's a strong record, but it is only a start on what is needed.

With each new phase in our battle for the future of the Teamsters, TDU has faced the challenge of maintaining the sharp edge of reform, and we've succeeded. We've stood tall while allying with people who opposed us in the past—because they signed on to reform principles. We've joined with Carey and others to become part of a broader coalition, without dulling the reform edge.

Carey now heads an expanded slate which draws in a wider coalition. It includes Carroll Haynes, head of the largest Teamster local of them all, New

York City Local 237. It includes five who are either president or secretary-treasurer of joint councils: Louis Lacroix of Montreal, Charles Thibault of Toronto, John Morris of Philadelphia, Lon Fields of Louisville, Ky., and Ed Mireles of the new reform joint council in Southern California.

It also includes a number of TDU leaders and other long-time fighters for reform: Teamsters who have been on the front lines for years, such as Diana Kilmury and Tom Gilmartin, who stood up at Teamster Conventions for the Right to Vote long before it was popular. Teamsters like Ken Mee, John Riojas and Jim Benson, who came out of the rank and file to bring their commitment and vision to the International union. Teamsters like Doug Mims who took on the old guard in Atlanta, where the members removed the Mathis family from leadership in our union, or like Bill Urman, who had to win the top job in Local 792 twice because the old guard ordered the members to vote-till-you-get-it-right. Now the slate will have more reform Teamsters joining with these brothers and sisters.

A broader slate means more experience and crucial delegate support

for maintaining the reform program.

A broader coalition, including officers who have come over from the other side to back Carey, could also blunt the sharp edge of the reform battle.

That's where TDU comes in. We need that grassroots movement, that organization that will be there come hell or high water. TDU is the movement that stands against multiple salaries for officials, for rank and file democracy, that is nonprofit and non-corruptible. We need to keep that reform edge as sharp as we can.

It comes down to the rank and file. TDU fought to win the Right to Vote. Now the most important thing we can do in the coming months is win delegate races to support a reform program and the Carey Slate.

TDU is proud to support the Carey slate and committed to working 100 percent to ensure victory. We need a strong TDU movement within that coalition, to keep ourselves united, our leaders on track, and our union growing.

A great labor leader, Victor Reuther, in addressing the 1991 TDU Convention just prior to the reform victory in the IBT election, told us, "A political leader stands up straight only when equal pressure is applied to both sides." There are strong pressures on any labor leader to push them back. TDU is there to keep our best leaders standing tall.

Together we will defeat the old guard Junior Slate while pushing Teamster reform ahead faster than ever.

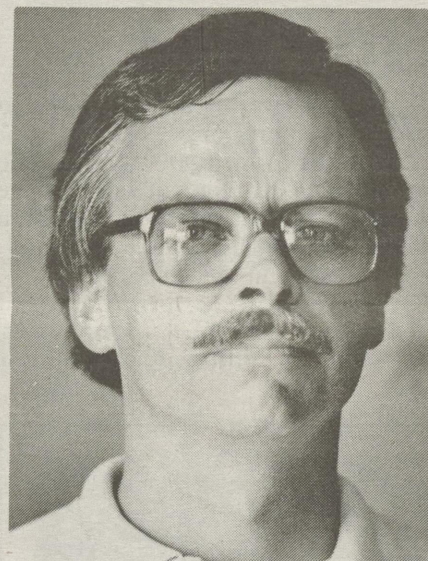
I'll Be There

Tom Gilmartin
IBT Vice President
Eastern Region

The members' slate is now in place, and it's time to get busy. We need to take our message to the Teamster membership, and get more of them to participate in keeping their union.

Carey has lived up to his commitments and then some. But we've only started on what needs to be done. We face an opposition determined to take our union backward.

I look forward to seeing some old friends and lots of new ones, too, at the TDU Convention this year.



The Ron Carey Slate

General President

Ron Carey
Local 804, New York City

Secretary-Treasurer

Tom Sever
Local 30, Jeannette, Pa.

Vice Presidents at Large

Jim Benson
Local 104, Phoenix
Diana Kilmury
Local 155, Vancouver, B.C.

John Riojas
Local 657, San Antonio

Richard W. Nelson
Local 886, Oklahoma City

Jack Cox
Local 572, Los Angeles

Vice Presidents Central Region

Bill Urman
Local 792, Minneapolis

Dennis Skelton
Local 600, St. Louis

Lorelei Anderson
Local 705, Chicago

Ron Owens
Local 299, Detroit

Lon E. Fields
Local 89, Louisville, Ky.

Vice Presidents Eastern Region

John Morris
Local 115, Philadelphia

Tom Gilmartin Jr.
Local 559, Hartford, Conn.

Carroll E. Haynes
Local 237, New York City

George W. Cashman
Local 25, Boston

Vice Presidents Southern Region

Aaron Belk
Local 667, Memphis

Doug Mims
Local 728, Atlanta

Vice Presidents Western Region

Ken Mee
Local 287, San Jose, Calif.

Tom Leedham
Local 206, Portland, Ore.

Ed J. Mireles
Local 952, Orange, Calif.

Vice Presidents Canada

Louis Lacroix
Local 1999, Montreal

Charles Thibault
Local 938, Toronto

Trustees

Eddie Kornegay
Local 922, Washington, D.C.

Sergio Lopez
Local 912, Watsonville, Calif.

Joseph Padellaro
Local 686, N. Andover, Mass.

The Junior Slate

General President

James Hoffa Junior
Local 614, Pontiac, Mich.

Secretary-Treasurer

Billy Hogan Junior
Local 714, Chicago

Vice Presidents Western Region

Chuck Mack
Local 70, Oakland, Calif.

James Santangelo
Local 848, Los Angeles

Jon Rabine
Local 763, Seattle

Vice Presidents Central Region

Larry Brennan
Local 337, Detroit

Phil Young
Local 41, Kansas City

Frank Wsol
Local 710, Chicago

Trustee

Mary Lou Salmeron
Local 986, Los Angeles

As of this writing, we have not learned of more persons who are definitely on the Hoffa Slate. So far it consists of retreads from the old guard's Durham Millionaire Slate of 1991 (Hogan, Brennan and Mack) and hangers-on (Young, Santangelo, Rabine, Wsol and Salmeron).

It's interesting that Mike Riley, the head of Los Angeles Joint Council 42 and former head of the Western Conference, declined to be on the slate. Instead he designated an office employee from his local, Mary Lou Salmeron, to fill a trustee spot.

All nine candidates listed here are actively petitioning to become accredited by the Aug. 31 deadline to get campaign space in the fall editions of the Teamster magazine.

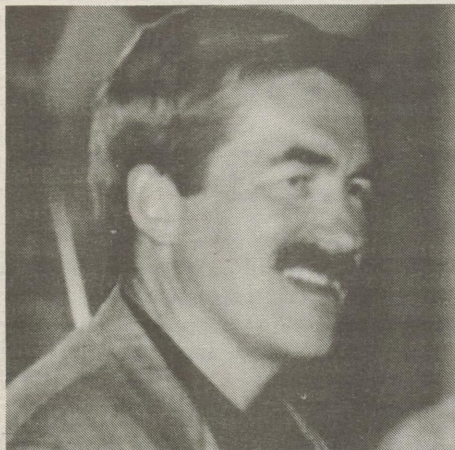
Unlike the Carey slate, they are all petitioning individually and not as a slate. Hoffa has told the press that he has collected enough signatures for accreditation.

Meet the Carey Slate

The Ron Carey Slate includes 12 new candidates, in addition to those already serving on the General Executive Board. *Convoy Dispatch* asked four of the new slate members to talk to us, so that Teamsters will start to learn about the new leadership that will take

our union into the next century.

If you want to meet some of these candidates for IBT office, as well as a number of others, make plans now to be at the TDU Rank & File Convention, Oct. 13-15, in St. Louis.



Tom Leedham has been an active Teamster for almost 20 years, half of which he has served as the principal officer of Local 206, a primarily warehouse local in Portland, Ore. Under his tenure the local has established a reputation for aggressive representation at the bargaining table and on the picket line when necessary. He was one of the few principal officers who backed Ron Carey in the 1991 election.

As the IBT National Warehouse Division Director he's working to revitalize our union's largest trade division. His focus is on education of stewards and officers, as well as developing programs to deal with production systems and starting to establish master agreements in the warehouse industry.

"When Ron Carey talked about 'forgotten Teamsters' I felt he was talking about the drivers and warehouse workers who work in and from distribution centers. For too long, little attention was paid to them. Now that's changing. And much more needs to change, to keep moving our union forward. That's what this election is about."

Tom Leedham

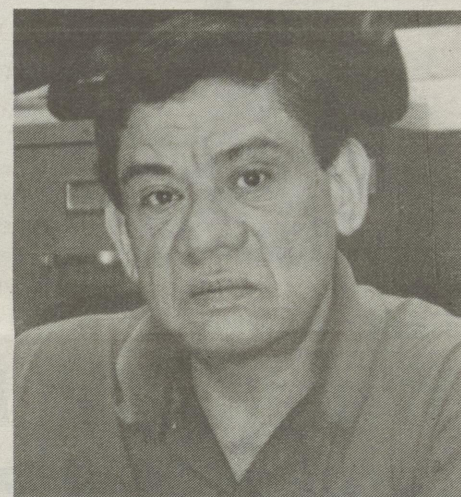
Candidate for Western Regional Vice President

Sergio Lopez has been a Teamster for 30 years. He worked in the warehouse and dairy industries, and was elected as a business agent of Watsonville, Calif., Local 912 in 1973, representing primarily Teamsters in the food processing industry, many of whom are immigrants from Mexico. Sergio was elected secretary-treasurer in 1985 and led a victorious strike at Watsonville Canning. Not a single Teamster among the 1,000 strikers crossed the picket line in 18 months!

More recently, Lopez fought Green Giant's move to Mexico. Local 912 has been a strong voice in the movement against NAFTA and for forging ties between workers in the United States, Canada, and Mexico.

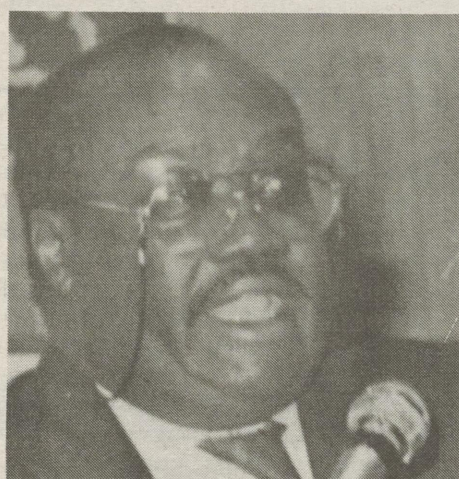
Sergio serves as co-chair of the IBT Human Rights Commission and as a member of the Ethical Practices Committee.

"I don't think rank and file Teamsters want to return to the days of corruption at the top and endorsement of anti-union politicians, when Teamsters felt forgotten. If members know what's going on they will choose to go forward, not backward, toward a stronger and more democratic union. Our job is to reach out to members and encourage their participation in elections and in their union."



Sergio Lopez

Candidate for IBT Trustee



Eddie Kornegay, a Vietnam veteran, went to work as a Teamster at Hertz car rental in 1965. He was elected steward in 1967 and by 1971 was a business agent of Local 922 in Washington, D.C. Kornegay became the president of Local 922 in 1982. He has served as the president of Joint Council 55.

Kornegay is also the trustee of Chicago Local 743, with the responsibility of restoring democratic practices. He is active in the Teamster Black Caucus and serves on its executive board. He is also on the national executive board of Labor Party Advocates.

"I am pleased to be part of the Carey movement to build a more progressive, aggressive union and to open up our union to everyone. We're more open to women and minorities and to all Teamsters. I am happy to have the chance to play a leadership role in making sure our union moves forward with hope and vision."

Eddie Kornegay

Candidate for IBT Trustee

Richard Nelson comes out of the freight industry, working for Leeway Motor Freight in Oklahoma City while also earning a bachelor's degree. In 1976 he took a job as a business representative for Local 886, representing freight Teamsters, and later was elected to the executive board. In 1992 Nelson was elected president of Local 886.

"I've always resented mob influence in our union. I was skeptical of Ron Carey, but as soon as I saw his commitment to cleaning up and reforming this union, I became a 100 percent supporter. Carey represents reform, and Hoffa would take us backward."

"To be a candidate on the same slate with General President Carey is exciting, but more than that it is an honor. Carey's election was a mandate for real democracy and substantive change. He honored that mandate, and now challenges the entire labor movement to move progressively in that same direction. I'm proud to be part of this democratic leadership team."

Richard Nelson

Candidate for IBT Vice President at Large



Amendment to IBT Constitution

Autonomy for Teamsters Canada

An amendment to the IBT Constitution has been drafted and approved by the IBT General Executive Board and the Executive Board of Teamsters Canada which recognizes the autonomy of Teamsters Canada and spells out what it means in practical terms. The amendment will be submitted to the International convention next year for approval.

The proposed amendment incorporates policies that the IBT has been following for the past three years, allowing autonomy for the 90,000 Canadian Teamsters. The proposal provides that Teamsters Canada will perform most of the functions for Canadians that the International provides in the states.

The amendment provides that rank and file Teamsters in Canada shall elect a president of Teamsters Canada, who would then sit on the IBT General Executive Board. It also provides that

most dues money from Canadian Teamsters will stay in Canada, to cover the costs of paying International reps who operate there, publishing their magazine, legislative and political action, organizing, affiliation fees to the Canadian Labour Congress, etc.

Most Canadian unionists are now in separate Canadian unions. The proposed amendment is aimed at providing national autonomy and democracy to Canadian Teamsters, while working together in North America under the Teamster umbrella and constitution.

Old Guard Attacks

The Real Teamsters Caucus, the campaign organization for Junior Hoffa and the old guard, has attacked the proposed amendment. They claim that too much dues money will go to Canada under it.

However, because Canadians will pay for their own services and staffing under the proposal, the International union will actually get a slight net gain in money flowing across the border, as Canadians will pay a little toward the operation of the International union.

Also, the freezing of the officers' pension plan (Affiliates Plan), which covered both U.S. and Canadian officials, has already cut down money sent to Canada from the IBT.



Puzzle Solved!

What Local Does Junior Hoffa Belong To?

Here's a question for friends and foes of Junior Hoffa: Just what local does this man belong to? Since he's never worked as a Teamster or been elected to any post whatsoever, his local union membership was previously unknown to Teamster members, even to those members whose local he is supposedly in.

Five years ago when he first decided that he should be Teamster president because his father once was, he was a member of Detroit Local 283. But, if you think he still is, guess again.

His friend and Local 283 president George Vitale got busted for employer payoffs, embezzlement of union funds, and attempting to embezzle a Lincoln Towncar, so Hoffa lost his benefactor there.

But Junior Hoffa had another benefactor to switch to—Mike Bane, president of Local 614. Bane, a life-long pal of Junior, inherited Local 614 from his dad. Like his dad, Mike's done time in prison for embezzling union funds. He's also famous for stomping a Teamster to the street because the member exercised his right to pass out union handbills, as shown in the picture at right.

So Junior switched from Local

283 to Local 614, from one embezzler to another. Next question: what positions will these benefactors have in our union if Hoffa becomes president?



WHO IS THIS THUG, stomping a Teamster to the sidewalk for passing out union handbills? Hints: 1. He's out of prison now, after being convicted of embezzling union funds. 2. He's Junior Hoffa's benefactor, who's provided Junior with a Teamster "membership." Still stumped? Then read the article above.

Respect for and solidarity with Canadian unionists in the era of NAFTA should go beyond union politics. In 1986, Canadian TDU members who were delegates to the IBT

\$55 Per Week

IBT Now Pays Strike Benefits

Effective Sept. 1, the International union will pay Teamster strikers \$55 per week in strike benefits. The motion to pay the benefits was approved by the IBT General Executive Board (GEB).

The \$55 benefit will be paid out of the general fund, with no extra income. According to GEB members we talked with, it is possible now because reserves are building up. Spending cuts made by the International are taking hold, especially the freezing of the Affiliates Pension Plan. This was the largest single item in the IBT budget under the old guard.

No strike benefits have been paid since June of last year, when the strike fund ran dry. Over \$100 million was paid out from the fund after the IBT convention in 1991 raised benefits to \$200 per week.

"The \$55 benefit is a start until the \$200 benefit can be funded," Ron Carey stated.

Carey twice proposed plans to finance a strike fund, both of which were stymied by old guard officials. He first proposed a dues hike to expand operations and finance the strike fund,

Convention in Las Vegas proposed an autonomy amendment similar to this one. They did so even though they were a small minority then, because it was the right way to go. It still is.

but it was heavily rejected by the members after the old guard mounted a campaign to defeat it. Then he proposed a \$2 assessment exclusively for the strike fund, and asked all local union leaders to endorse it. Over 250 have done so, but nearly 300 have not.

Now the issue will come before the IBT Convention next July. Junior Hoffa claims he is for a strike fund, but has proposed no method to fund it.

Meanwhile, the \$55 benefit will be in effect. No one can predict the number of Teamster strikers, but this may cost in the range of \$8 million per year. Even with this new cost, the IBT will have a net surplus of dues revenue over spending due to cuts made at the IBT. This will be the first surplus since 1983, Carey reports.

The GEB last year abolished the Area Conferences, which paid 63 multiple salaries to officials, a move that sent \$11 million back to the local unions. At the same time, the GEB also invoked the IBT constitutional clause which provides that a \$1 per capita goes from each local to the IBT when the assets drop below \$20 million.

Simpson Ousted

International Trustee Expelled From Union

Robert Simpson Jr., an International trustee and former president of Chicago Local 743 has been permanently barred from the union by the Independent Review Board (IRB). The IRB found that "Simpson's conduct makes him unfit to serve in any position of trust or responsibility within the IBT or any of its affiliates." Simpson condoned corruption in the local for years, allowing Donald Peters, a former local official permanently barred from the union for his mob associations, to continue participating in the affairs of the local. In 1988 Peters settled racketeering charges against him by agreeing to end all involvement with Local 743.

Peters was charged with allowing Central States Pension Fund investment decisions to be made by Alan Dorfman, a known mob associate.

Nevertheless, Simpson remained loyal to his mentor, using members' dues money to pay for office space in the local hall for Peters and paying his hotel expenses at the 1991 IBT Convention. Simpson also gave Peters access to the local union hall and mem-

bership meetings and allowed him to participate in meetings with employers and benefit fund officials.

The IRB issued a report of its findings in August 1994. Carey immediately placed the local in emergency trusteeship, under Local 922 president Eddie Kornegay. Hearings on the IRB investigation were conducted in December 1994 and the Board issued its decision in late July.

Simpson is barred for life from any position in the Teamsters union, including as International trustee. Simpson, along with Robert DeRusha of Boston Local 437 and Ben Leal of Local 856 were appointed trustees by Billy McCarthy and Jackie Presser and reelected by the delegates at the 1991 IBT Convention. They receive an extra salary of \$77,100 for reviewing the financial books of the International twice each year.

That salary provision can be amended out of the constitution at the 1996 IBT Convention. The three trustee positions will be directly elected by the rank and file in 1996.

Member Opinion

Too Much Power for the Government?

Mike Johnston
Local 890 Business Agent
Salinas, Calif.

Recent events involving IBT Vice President Mario Perrucci have made a lot of Teamsters look at the dangers involved in the government having as much power as they do in our union.

Like a lot of Teamsters, I had mixed feelings when the old IBT Executive Board signed the Consent Decree with the government in early 1989. I was elated that we would finally see the members elect the officers of our International after years of fighting for that element of simple democracy, but like many union members I did not trust the government to be our friend on every issue.

In order to save their own necks, the scoundrels who had been looting our union agreed to let the government have far too much power in our union. It was as though we had finally tossed the foxes out of the hen house, and on their way out they invited the wolf in to take their place. Not always a big improvement!

The Consent Decree called for changing the IBT Constitution to allow the members to elect IBT Convention delegates and International officers, with a court-appointed Elections Officer to oversee the 1991 and 1996 IBT elections. The Consent Decree's authority (and that of the Federal Court and the Justice Department) over the IBT elections ends once the

1996 elections are concluded. So far so good, membership elections with a neutral supervisor, then hand it back to the union.

The Consent Decree also established a court-appointed Independent Administrator and Investigations Officer, who carried out scores of investigations and removed dozens of corrupt officers. It bothered me to have these guys exercising all kinds of internal authority in the IBT, but at least it was just temporary clean-up authority. Under the decree their appointments expired after the 1991 election, and they were replaced by a three-person Independent Review Board (IRB) with members appointed by the IBT, Justice Department and Federal Court. The IRB has no expiration date, and has the authority to charge, try and expel any member of our union for practically anything.

That's fine if you trust the government and federal courts to protect our interests as union members. I don't.

A few weeks ago Ron Carey announced that IBT VP Mario Perrucci was taking a leave of absence pending investigation of a charge that he bought a junk boat from the owner of a trucking company with which he had a contract, and that the boat may have been worth several hundred dollars more than he paid for it. I don't know

whether Perrucci broke the rules or not, and if he did I don't know what the penalty should be. I do know that I don't want the government or their appointees to have any say at all in these questions. Perrucci angered a lot of people when the IBT took UPS out on a nationwide strike, and if he gets hung out to dry by a government-appointed panel, at least some local and International officers might think twice in the future before they make the government mad.

After the 1996 IBT election, control over everything having to do with IBT elections will revert to the union. That's good as far as it goes, but we need control over all aspects of our union, without unreasonable government interference.

Shortly after their election, Carey and the General Executive Board established an Ethical Practices Committee made up of Teamster officers and rank and file members from across the country that is empowered to hear complaints of corruption, without involving the government in any way.

I think it is time for TDU and the IBT to show the government the door, and demand that the IRB be disbanded as well and replaced by the Ethical Practices Committee. We the members, not the government, need to run our union.

GROCERY NEWS

Time for National Contract at Fleming Foods

Todd Furst
Local 430, Fleming Foods
York, Pa.

Fleming Foods Teamsters in York, Pa., rejected a third contract offer on Aug. 8 by 134 to 110. The problem with the contract offered by Fleming Foods is simple: Fleming is asking us to take concessions. The company is giving us marginal pay increases while asking us to accept zero increases to our pension fund the first three years of the agreement. In addition, they are asking us to give back our paid lunch break and double-time pay for Sunday and holiday work.

These concessions are highlighted by the fact that Fleming is in the process of outsourcing our delivery work. Already our account with Super K-Mart is being delivered by a non-union trucking firm. Apparently Fleming Foods is in a mode to rid itself of union truck drivers while using non-union companies like J.B. Hunt to deliver its products to our customers.

Contract negotiations got off to a bad start with Fleming's lackadaisical

attitude towards getting a new contract before the old one expired. Negotiations started in May, and we have been on extension since May 11. The company has made several amendments to their first offer. However, none of the amendments address the issues that concern the rank and file.

Personally, I believe that these three rejections are the bastard child of Fleming's greed and inability to bargain in good faith. Currently our barn is in an arbitration case involving productivity standards. Fleming has refused to accept an arbitration date and is stalling. Approximately a dozen employees have been fired or given time off for production standards that were not bargained.

It is time to get a national contract with Fleming Foods. Being the number one grocery wholesaler in the United States, Fleming needs to be held accountable to all their workers. Their attempt to whipsaw through York, Pa., has been thwarted. I ask all of my brothers and sisters from Fleming to support us in our endeavors.

Lockout Ends at Nestle

Teamster members of Stockton, Calif., Local 601 overwhelmingly ratified a new agreement with Nestle Distribution Co., putting to an end a two-week lockout of approximately 90 warehouse workers. Announcing the settlement, Secretary-Treasurer Lucio Reyes said, "This represents a significant victory for the Nestle's workers, who stood together throughout this dispute, and sends a strong message to the company that the workers' support for their union is solid, despite the company's efforts to turn the members against the union through what was an unnecessary lockout."

The terms of the new four-year contract provide for full maintenance of health coverage, increased pension contributions including the early

retirement PEER 84 program, an 8.5 percent wage increase, and protection for employees against a reduction in their wage rates by reclassification. The settlement also rejected a company proposal to establish a right to schedule workers to work any five days within any seven, which would have resulted in split days off. Also defeated was a company proposal that would reduce the wages of Poolpack drivers from \$15.40 an hour to \$12.10.

According to Reyes, "Perhaps the most significant provision of the agreement is a requirement that all replacement workers who were employed by Nestle during the lockout have to be let go immediately so that Local 601 members and all others who supported the picket lines can return to their jobs."

I'll Be at the TDU Convention

Mike Turnure
Local 320
Minneapolis

The past five years have been exciting times for Teamsters. Long-needed reforms in our union are pushing ahead. But the battle is just heating up. If we want to have a union we can be proud of, now is the time to get involved. The upcoming delegate elections, IBT Convention, and rank and file election of officers will determine the fate of our union — rank and file or old guard.

We, the members, hold the future in our hands. The TDU Convention is the best place to join in the excitement of building our union for years ahead. This will be my fourth TDU Convention, and I wouldn't think of missing it.



Two More Teamster Officers in \$100,000 Club

In the August *Convoy Dispatch* we listed 145 Teamster officials who made over \$85,000 in base salary and over \$100,000 in total compensation. We now have two additions to the listing:

Name	City	Salary	Total Comp.	Affiliates
Gary Tiboni	Valley View, Ohio	\$115,491	\$123,328	Ohio Conf., JC 41, L 436
John Harren	Los Angeles	91,731	101,680	L 986

Changes to Family Plan Pension Fund Result in Savings

Trimming the Fat

The Carey administration, in its continued effort to eliminate perks and reduce fat, has taken steps to cut costs on the IBT's Family Plan pension program. (See *Convoy Dispatch* #143.) The amendments to the Family Plan save hundreds of thousands of dollars per year from the IBT treasury and marks the third major pension overhaul by the administration since being elected in 1991.

Just how much fat are we talking about over the long term? As much as a 40 percent savings on the top spot in the union. Let's compare pension benefits for the three presidential candidates from 1991—Walter Shea, R.V. Durham, and Ron Carey.

Following his defeat in the 1991 election, Walter Shea retired from the IBT cashing in his Family Plan pension to the tune of a \$1.7 million lump-sum payment.

In 1995, R.V. Durham cashed in his

Family Plan pension, while still working as a local union official, for a lump sum of \$800,000.

Now suppose Durham had won the presidency in 1991. At his retirement in 1996 Durham's lump sum would have catapulted to \$1.4 million or \$9,700 per month if he chose the lifetime benefit option. Remember, all paid for by members' dues.

Now suppose Ron Carey is re-elected in 1996. Under the old plan, were Carey to retire in 2002, his lump-sum payment would have been \$800,000 or \$5,600 per month on the lifetime option. But under the amended plan Carey's lump-sum comes down to \$475,000 or \$3,500 per month, a reduction of 40 percent.

Now ask yourself: Do you think R.V. Durham or any of the other millionaire unionists he ran with would have reduced their own pensions by over \$300,000 to trim fat in the IBT budget?

Teamsters Trying to Saddle Pony Express

The IBT and Pony Express workers are turning up the heat on Pony and its parent company, Borg-Warner, in an effort to negotiate a first contract for the nearly 4,000 drivers who joined the Teamsters union two years ago.

Pony's blatant disregard for the bargaining process comes as no surprise to drivers in the Jacksonville, Fla., area where the company has shown little regard for the health and safety of its workers. The drivers have had enough and are fighting back with the help of the International and Local 512. They met with the Sheriff and City Council to alert them of the hazards Pony's delivery vans pose to the themselves and the public.

Drivers testified that heavy work schedules are forcing them to drive at unsafe speeds in poorly maintained vans. On top of that, drivers are often carrying hazardous materials like HIV blood samples, dangerous chemicals, nuclear medicines, and even animal heads from potentially rabid animals! Drivers have filed complaints with

OSHA over the lack of proper training and safety equipment in handling these materials. With the speeds they're forced to drive at, many believe Pony Express vans are just a disaster waiting to happen.

The company's stall tactics are being challenged by the AFL-CIO. United Mine Workers president Richard Trumka, a candidate for Secretary-Treasurer of the AFL-CIO, met with Atlanta Olympic Committee officials to address their plans to use Borg-Warner Security for protective services during the 1996 summer games. Trumka pointed out that Pony Express was charged by the NLRB with 120 violations during the Teamsters organizing drive and that continued financial troubles at Borg-Warner Security raised concerns about the security of fans and athletes at next year's games.

The actions demonstrate the Teamsters' continued commitment to using creative and effective pressure tactics to combat the ongoing employer offensive.

Annual Fundraising Drive Still On

TDU's annual fund drive is off to a good start and carries on right up to the annual convention in October. In June, an appeal letter was sent to every TDU member highlighting the importance of TDU in this upcoming period. TDU members responded in full force and to date member donations have topped \$10,500. Returns are still coming in.

The TDU Builders Committee also continues to grow, as more and more members pledge \$200 or more in monthly or quarterly payments.

Meanwhile, the Real Teamsters Caucus continues amassing their war-chest. Rumor has it they'll hold a "convention" some time this fall. Our guess is it'll look more like a cocktail party for the \$100,000 Club.

It takes TDU a hundred people to raise what the Real Teamsters Caucus can with ten. But that's just it—we have the people. We have the movement. They don't.

We're working Teamsters who get on a truck, work on a dock, and provide a host of vital services each and every day we punch that clock. Each year for the last 20 years, Teamster members have dug deep in their pockets to help push the reform movement forward.

In 1996 we will stand before some enormous challenges and opportunities—the chance to finish the job. Doing that takes resources and TDU members are once again showing that they're ready to dedicate themselves to the rank and file movement.

It's unlikely, since Durham, Shea, and the rogues gallery of Junior Hoffa's friends were responsible for fattening up this Cadillac pension plan.

The Carey administration has established a strong track record on cost cutting by eliminating and reducing the legacy of perks and privileges inherited from the old guard. In 1996, it is time to finish the job.

Jimmy Carrington Retirement

Management Party at the Union Hall

On July 15 Jimmy Carrington, the outgoing president of Memphis Local 667, had a retirement party at the union hall. Nothing would be unusual about that, except most of the prominent guests were from management.

Who was there? Yellow Freight's relay and terminal managers, Carolina management, and former Roadway labor men (who fired some good Teamsters while in Roadway's employ) to name a few.

Perhaps that was to be expected,

TDU Convention

Gearing Up for 1996

Over the past 20 years TDU conventions have strived to set new goals, meet new challenges, and create new opportunities. Whether it's developing strategy to beat the fat cats, educating ourselves to be better shop floor activists or leadership training sessions on building the rank and file movement, the TDU Convention tackles the issues that are at the heart of moving our union forward. It's a weekend of serious work, but also a time to see old friends, make new ones, and recharge our batteries for the year ahead.

At the 1995 TDU Convention you'll have a chance to discuss, debate, strategize, and learn with some of the most dedicated and talented activists, attorneys, educators, and leaders in the labor movement. Rank and file activists, stewards, local leaders, and IBT leaders will be there.

This year we're introducing several new sessions to meet the challenges of the coming year.

Some of these include:

- **Two workshop sessions on Running for IBT Convention Delegate.** One will focus on the use and application of the Election Rules, answering legal questions regarding timing, eligibility, access to employer property and more. The other will be a detailed session on developing an effective campaign strategy. Experienced delegates from 1991 will discuss what works, what doesn't, and how to build a successful delegate campaign. Everything from developing literature to phonebanking to effective outreach will be discussed.
- **Preparing and Presenting a Case for the IBT Ethical Practices Committee (EPC).** One of the first actions taken by the Carey administration was the establishment of an intra-union committee to investigate wrongdoing in our union. Learn how to submit charges to the EPC, how the EPC functions, and what to do

once your case is brought before the committee.

- **Candidates Forum.** Several candidates from the Ron Carey Slate will be in attendance at the TDU Convention. Some are long-time TDU members and supporters, others will be attending their first TDU Convention. You will have a chance to meet with them, ask questions, share ideas, and discuss the future of our union.
- **Teamster Reform: The Next Steps.** A discussion on where our union is going through the election period and beyond. What happens if we win? How do we, as TDU, step on the gas in moving reform forward?
- **Battling Team Concept at UPS.** The "team" has reared its ugly head at UPS centers across the nation. It's enticing and it's being implemented. What are its promises and pitfalls? Hear from UPSers who have successfully battled back against the team and be a part of developing a national rank and file shop floor strategy to beat it back at UPS.
- **Knowing Your Union.** Understanding the structure of the IBT, how the different levels of leadership as well as grievance machinery function, and how to make it work for you.

TDU Rank & File Convention

Oct. 13-15
St. Louis

See back page for information and to register.

LETTERS FROM OUR MEMBERS

Editor's note: The following two letters were submitted in response to an article published in the July 31, 1995 issue of New York magazine. The article quotes Billy Hogan Jr., Larry Brennan and T.C. Stone making an assortment of abusive comments toward International VP Diana Kilmury and other Teamster women at a Teamster Womens' Conference in Las Vegas. The language they used is too vulgar to print here, but was as bad or worse than you can imagine. Excerpts of the article are available from TDU.

Teamster Women Beware

Have you read the July 31 issue of New York magazine? It featured an article about the upcoming Teamster election of International officers. The author interviewed numerous Teamster officers at the April Teamster Women's Conference held in Las Vegas.

I have read the article, and I am disgusted, insulted and terribly upset. Three of the officers referred to Teamster women in the most derogatory manner imaginable. Bill Hogan, Secretary-Treasurer of Local 714 in Chicago, referred to International Vice President Diana Kilmury using one of the filthiest and nastiest expressions in the entire English language. The eyewitness reports that Brother Hogan "giggled" when voicing his obscenities.

Larry Brennan, president of Local 337 in Detroit, pointed to a group of female Teamsters and uttered outrageous epithets. Brennan is the "representative" of 6,500 dues-paying Teamster women.

T.C. Stone, secretary-treasurer of Local 745 in Dallas, said something that was either simple minded or racist, or probably both. For obvious reasons I will not put on paper what these officers said, but I can tell you there was an eyewitness. He wrote the article.

The three officers are paid a total of 493,843 dues-dollars each year. If that were not bad enough, they intend to be candidates on the Hoffa Junior slate, along with JC 7 President Chuck Mack.

I have been a Teamster for over 23 years. During that time I worked in the office for three local unions. I have had the privilege of being elected both as recording secretary and trustee. I presently serve as secretary-treasurer of a Teamsters Retiree Club.

During all those years, I have heard things that were not always pleasant, but I never felt violated and abused as a member of the Teamster family. I feel that all Teamsters, women especially and men too, have been grossly demeaned by these officers' public misbehavior. These officers should and must be censured by Teamster opinion!

I ask you to please join with me in writing letters to the Teamsters magazine and to the Northern California Teamster newspaper and demand that they repudiate the three officers' hateful words and mean-spirited sentiments. I ask you to join me in promoting and defending Teamster pride.

Sandy Del Secco
Local 287, retired
San Jose, Calif.

Junior and Friends Attack Teamster Women

A recent cover story in New York magazine profiled James P. Hoffa, or "Junior" as he is known to friend and foe alike. Junior, the darling of the old guard, is challenging incumbent reformer Ron Carey in the upcoming election for the Teamster presidency.

From the article it seems that Junior enjoys playing blackjack, munching on Fig Newtons, and surrounding himself with the kind of luxuries our dues money was once spent on.

It also seems that Junior has surrounded himself with a Cro-Magnon team of advisors and running mates whose despicable comments regarding women in our union are an affront to every woman in the labor movement. Teamster women have played a major role in the reform of this union and proudly serve as elected stewards, local union officers

and on the General Executive Board. Over 300,000 of our members are women and we will not allow Junior and his cronies to drag us all back into the dark ages.

In the first decade of the 20th century, women workers revolted against the appalling sweatshop conditions in the garment industry. They launched a series of strikes that stretched across the country, and in just 24 hours the "Uprising of the 20,000" spread to 500 shops, gained widespread support and the workers won their demands. Those women wrote a vital chapter in labor history.

In 1994 Teamster women employed at Hertz walked off their jobs in major cities across the country in support of their striking sisters in Pittsburgh. Their action brought the giant car rental company to its knees and the Pittsburgh strike was a decisive victory.

Our history is such that we will not allow the likes of Hogan, Brennan, Stone and Junior to set us back one step. These people are not fit to serve in any capacity in this union. A lot of progress has been made since Carey was elected in 1991. This will not be the year that we turn this union over to a mediocre Detroit lawyer and his gang of giggling morons.

Laurie Kelly
Local 25
Boston

\$100,000 Club An Eye Opener

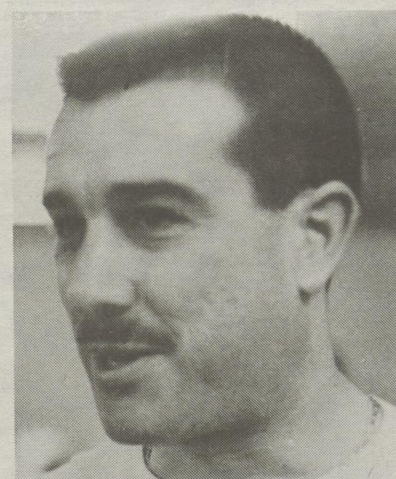
Once again your \$100,000 Club issue is a real eye opener. Rank and file Teamsters should carefully consider the all too obvious conclusions that can be drawn from the listing of "club" members. Financial accountability is a concept totally foreign to some in this union.

Some personal observations after reviewing the Club:

- If Brother Frank Wsol worked 363 days last year (perhaps he took Christmas and New Years Day off) his Local 710 salary equals \$1,000 per day.
- Local 710 paid four officials nearly \$1,000,000 in salaries.
- With eight of the top ten spots on the list, Chicago warrants special mention as the city most likely to make you wealthy if you're a Teamster official.
- Twenty-four Teamster officials received more in salary than General President Ron Carey. This supports the old adage that more is not necessarily better.

At a time when working Teamsters are struggling as real wages are declining, how can any official justify huge pay increases? Perhaps a more appropriate question is whether a doubling in salary is a breach of fundamental fiduciary responsibility.

Bill Urman
International Vice President
Local 792 Secretary-Treasurer
Minneapolis



I'll Be There

Steve Baudo
Local 344, UPS
Milwaukee

We have much work to do. The future of the Teamsters union is at stake, and it is our job to make sure that reforms continue. We have worked too hard to let the old guard regain control of our union.

That's why we need you at the TDU Convention this year. We need your suggestions on how to protect our right to vote. We need your thoughts on how to reach apathetic Teamsters. We need you to run for delegate, or help plan a reform slate for delegate in your local union. I was a delegate to the 1991 IBT Convention, and I look forward to meeting you at the TDU Convention. See you in St. Louis!

TDU Meets

ATLANTA

Second Saturday each month.
7:30 p.m.
John C. Birdine Community Center
215 Lakewood Way S.E.

EASTERN MASS./R.I.

Saturday, Sept. 16
10 a.m.
Mansfield VFW Hall
88 Chilson Ave.
Rt. 106 to Mansfield Center
Call (508) 697-3431 for information.

MINNESOTA CHAPTER

Sunday, Sept. 17
1:30 p.m.
Broadway Pizza
W. River Rd. & W. Broadway
Minneapolis
Guest Speaker: Ken Paff

SOUTHERN CALIFORNIA

Sunday, Oct. 8
10 a.m.
VFW Hall
101 S. Main St.
Pomona, Calif.

MOVING?

Be sure to notify TDU of any change of address. Otherwise you will not receive your *Convoy Dispatch*, as it is sent third class and will not be forwarded.

Order CONVOY DISPATCH by the Bundle

Convoy Dispatch is a great source of news, and TDU's best recruiter. Want to help keep other Teamsters informed and build TDU? Order a bundle to distribute each issue.

Bundles are sent each issue. Prices per issue:

☐ \$3 for 10 ☐ \$5 for 20 ☐ \$8 for 50 ☐ \$12 for 100

Name _____ Local _____

Address _____

City _____ State _____ Zip _____

Phone (_____) _____ Company _____

Return to: TDU, Box 10128, Detroit, Mich. 48210

TDU Rank & File Convention



I'll Be There

Bill Slater
Local 315, retired
Martinez, Calif.

It is true that individuals acting alone seldom achieve meaningful change, but TDU is a graphic example of how individuals acting collectively can bring about tremendous change. Many members of TDU are just like you, individuals who came to our convention and saw for themselves what, in my opinion, is the greatest gathering of union activists in the country.

We are working hard to make our union a bottom-up rank and file movement. We need your help to see to it that our union does not revert back to an over-bloated, top-heavy bureaucracy. We need you and your ideas to help develop the strategies that will elect the progressive, militant leadership we so desperately need during these anti-union times.

Looking forward to seeing you in St. Louis.

Register Now for the Most Important Teamster Event of the Year

Concerned about the future of our union? Then join Teamsters from across North America, active members from every layer of our union, at the 20th annual TDU Rank & File Convention in St. Louis.

At the convention we will discuss the issues facing Teamsters in strategy sessions, workshops and plenary sessions. We will hear from candidates for International office. And we will make plans for delegate elections and the 1996 IBT Convention.

We will also prepare ourselves to better fight the employers' offensives, in company and jurisdictional meetings and educational workshops. We will share strategies and ideas, and build networks of active Teamster members.

We will also elect our International Steering Committee to guide TDU through the next year.

This is a critical time for our union. Don't sit on the sidelines—use the form below to register now, and be a part of making Teamster history.

Convention Information

PLACE: Henry VIII Hotel, 4690 N. Lindbergh, St. Louis. All sessions will take place in the hotel.

The hotel is located five minutes from Lambert International Airport.

Hotel features include jogging trail, sauna, whirlpool and indoor swimming pool. Shuttle service is available to nearby attractions. All guest rooms include refrigerators.

Use the form at right to reserve guest rooms through TDU at our special group rate.

TIME: The convention will begin at 1 p.m. on Friday, Oct. 13 and close at 3 p.m. on Sunday.

TRANSPORTATION: Free 24-hour shuttle service between the airport and Henry VIII Hotel. Follow signs to ground transportation and use Henry VIII courtesy phone to call for pick up.

If driving, the hotel is located on Lindbergh (U.S. 67), one-half mile north of I-70 and one mile south of I-270. Ample free parking.

CHILDCARE will be arranged if needed for a small fee, but you must contact the TDU office no later than Sept. 25.

QUESTIONS? Call TDU at (313) 842-2600.

TDU Rank & File Convention, Oct. 13-15

REGISTER NOW!

Postmark your registration no later than Sept. 25 and receive \$10 discount (\$5 if for one day). See below for travel discounts that may also apply.

CONVENTION REGISTRATION

Includes cost of all convention materials, meeting space, coffee breaks, meals and Saturday banquet and program (cash bar extra).

HOUSING

Reserve rooms through TDU at special group rate. All rooms \$67 per night (tax included), either single or double. If sharing cost of room, please indicate other party.

MEMBERSHIP

If not a member of TDU, join today. Membership includes subscription to *Convoy Dispatch*.

DISCOUNTS

Early registration and travel discounts for Teamsters and spouses. Enclose full payment or 50% deposit to receive early registration discount.

Name _____ Local _____

Address _____

City _____ State _____ Zip _____

Phone _____ Company _____

If registering for others please include same info.

of people

Fri., Sat. & Sun. \$150 x _____ = _____

Sat. & Sun. \$105 x _____ = _____

Sat. only \$75 x _____ = _____

Total Registration Cost = _____

___ Single room

___ Double room (with _____)

☐ Thurs. ☐ Fri. ☐ Sat. ☐ Sun.

of nights _____ x \$67 = Housing Cost = _____

☐ \$35—one year membership.

☐ \$85—three year membership

☐ \$20—spouses, retirees and Teamsters grossing less than \$17,000 per year

Membership cost = _____

TOTAL COSTS = _____

___ \$10 if postmarked by Sept. 25 (\$5 if one day)

___ \$10 travel over 500 miles one way

___ \$20 travel over 800 miles one way

Total discount = _____

Cost minus discounts = _____

AMOUNT ENCLOSED = _____

BALANCE DUE = _____

Visa/Mastercard # _____ Exp. date _____ / _____

Signature _____

TDU invites all Teamsters interested in defending our contracts and reforming our union to join us and attend the convention. We do reserve the right to exclude those who are opposed to TDU and its principles.

Return to: TDU, P.O. Box 10128, Detroit, Mich. 48210